

26 June 1975

## MEMORANDUM FOR THE RECORD

SUBJECT : CIA Management Committee Meeting on 24 June 1975

PRESENT : Chairman  
Vice Chairman  
Secretary  
Mr. Proctor  
Mr. Nelson  
Mr. Blake  
Mr. Breckinridge25X1  
[Redacted]  
Mr. Carver  
Mr. Taylor  
Mr. Janney (Item A only)  
Mr. Thuermer25X1  
[Redacted] O/Pers (Item A only)Mr. Wagner  
Mr. Evans

The following topics were discussed and decisions reached are recorded below:

A. DCI Review of FY 1975 Annual Personnel Plan (MCA-123). The Chairman reviewed Member responses to his 10 April 1975 memorandum on this topic calling for a report on his particular interest in the APP goals with regard to: (1) group communications, (2) professional women employees, (3) professional input, and (4) average time in grade of professional employees. He asked that forward momentum in all these areas of concern be maintained and noted progress as well as areas requiring continued vigilance, specifically the PRA problem, additional attention to awards, language training, and career development through rotation. Members received specific advice re their submissions, and in passing, the Chairman noted lateral entry as well as permitting hiring over component ceiling as means to enhance our black professional population statistics. He also emphasized the need to improve our supergrade women professional officer profile. It was suggested that the Director look at the exercise of his authority to excess personnel in light of various personnel overages growing

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out of reductions in operations in Southeast Asia, as well as the liquidation of a sensitive collection project. He took note of the need to develop generalists who have a variety of professional experience and endorsed the suggestion that career services identify candidates. In this regard he asked the Director of Personnel to revitalize the study on the feasibility of using something like an MOS format for personnel development and assignment. The Chairman noted that he would be issuing guidelines for the FY 1976 APP and explained the importance he attaches to the Plan as a vehicle for identifying the status and areas for improvement in personnel management.

Action: Members and Director of Personnel

B. The Director noted the Management Advisory Group's memorandum of 24 January 1975 re the APP and PDP and the need to acquaint managers and employees with them.

25X1 C. EEO Officers. After reviewing candidates, it was decided that Mr. Omega Ware and [redacted] will be appointed Director, Equal Employment Opportunity and Deputy Director, EEO and Federal Women's Program Coordinator respectively. The Chairman briefly reviewed portions of the EEO Advisory Panel Report and indicated that he would deal with it in detail at some future date.

25X1

[redacted]  
Carl E. Duckett  
Secretary

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*Please hold  
for 2 weeks  
21 Aug*

Subject: Minority Visitation to the Agency to  
Stimulate Recruitment

Attached are:

- Management Committee Minutes of  
24 June 1975
- Memo to the DDI,  
Same Subject, dtd 18 June 1975

STAT

Tuesday, 24 June 1975  
Management Committee Meeting  
Following Morning Meeting

MCA-123 (DCI Review of FY 1975 Annual  
Personnel Plan)

Mr. Colby - re MAG - recommends more  
publicity on this and PDP.

--Colby finds APP useful.

..Raised problem of PRA's.

--Honor and Merit Awards--DDI is too low.  
(How about workers on Vietnam, etc.?)

--Group communication meetings are going  
fine.

--Rotation (in Rockefeller report).

--EEO:

..Go ahead with Black Faculty Program.

..DCI decided to hire any black with good  
probability of success...with Office of  
Personnel allowing over ceiling.

--Wants us to increase lateral entry at  
higher grades for EEO.

-- Women - 17 GS-15; etc. in Agency.

-- Rotational assignments.

-- Colby says we should.